



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**INSTALLATION MANAGEMENT AGENCY**  
**HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT CARSON**  
**1633 MEKONG BLVD., RM 215**  
**Fort Carson, CO 80913-4313**

**GC Policy #7**

IMNW-CAR-EEO

17 July 2006

**MEMORANDUM FOR SEE DISTRIBUTION**

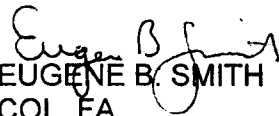
**SUBJECT: Commander's Policy on Sexual Harassment, Supersedes GC Policy #7  
dated 25 January 2006**

1. Reference. AR 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 Mar 88.
2. Purpose. To establish the Commander's Policy on Sexual Harassment
3. Applicability. Applies to all applicants for employment, employed civilians, and contractor personnel serviced by the Fort Carson Equal Employment Opportunity Office.
4. Policy. This command will provide a workplace for all employees and applicants for employment regardless of race, color, religion, age, sex, national origin, and (mental or physical) disability that is free from sexual harassment. I am particularly concerned with sexual harassment in the workplace, including the use or display of abusive and offensive sexual language or pictures. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:
  - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career.
  - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.
  - c. Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.
5. Sexual harassment violates acceptable standards of conduct required of all personnel, reduces mission effectiveness and wastes valuable resources. Any supervisor or manager who exhibits or condones sexual behavior to control, influence or affect the career, pay, or job of another employee is engaging in sexual harassment. Individuals who make deliberate or repeated unwelcome verbal or physical contact of a sexual nature are also engaging in sexual harassment.

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6. The proponent for this policy is the Fort Carson EEO Office, 526-4413.

  
EUGENE B. SMITH  
COL, FA  
Garrison Commander

DISTRIBUTION: A